

*ICCW*  
*Mission Statement*

**Create positive  
change for all state  
employees by  
promoting the full  
participation of  
women in state  
government.**

*Serving state employees since 1976.*

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*ICCW*  
*Excellence in Leadership  
Awards (ELA)*

Established in 1999 as the “Breaking the Glass Ceiling Awards,” the ELA continues to honor three individuals from across Montana for exemplary leadership and achievements, or for outstanding efforts to help women excel in the workplace.

Each year, awards are presented in three categories:

- ☆ **A Person in State Government**
- ☆ **A Person in the Public Sector**
- ☆ **A Person in the Private Sector**

Please join us for the  
Eighth Annual ELA Ceremony:  
2:30 p.m., May 17, 2006,  
in room 303 of the Capitol.  
(Old Supreme Court Chambers)

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**ICCW**  
**INTERAGENCY**  
**COMMITTEE**  
**FOR CHANGE**  
**BY WOMEN**

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Molly A. Petersen, Chairwoman  
Phone: (406) 444-2842  
[www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/)

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## *ICCW General Information*

- ☆ Created in 1976 as the Interdepartmental Coordinating Committee for Women by Governor Tom Judge, the Executive Order states that each agency director shall appoint a voting and alternate member to serve for a one- or two-year term.
- ☆ ICCW promotes change through activities such as offering training opportunities; reporting pay scale inequality; monitoring legislation; and, promoting state employees through public relations.
- ☆ Members work first to understand, and then educate, others on issues currently facing state workers.
- ☆ Members are granted time each month to attend meetings and work on activities.
- ☆ ICCW is nonprofit and self-funded, and does not receive any state monies.

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## *ICCW 2005-2006 Subcommittees*

- ☆ **Daycare**  
Explores whether the state-subsidized daycare is meeting its initial goals and the current needs of state employees
- ☆ **Excellence in Leadership Awards**  
Coordinates annual, statewide awards ceremony by securing sponsors, nominees, and judges
- ☆ **Public Relations**  
Raises awareness of ICCW's purpose and activities, and continually updates state workers
- ☆ **Wage Analysis**  
Updates 2002-2003 report on pay discrepancies; explores differences between genders in pay and position; looks for causes and how to change
- ☆ **Training**  
Coordinates monthly Brown Bag Lunches, offers professional training, and loans skills-based training materials to all state workers free of charge

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## *ICCW Past and Present Projects*

- ☆ Collects and distributes professional clothing to women needing to advance in or enter state government
- ☆ Coordinated and staffed voter registration booths
- ☆ Researched and compiled a report showing pay discrepancies in state government (available on the ICCW website) and periodically updates the report
- ☆ Sponsored televised gubernatorial candidate forums
- ☆ Sponsored Meet and Greets for statewide candidates, and for legislators and agency directors
- ☆ Conducts Brown Bag Lunches on topics designed to help state employees advance professionally
- ☆ Conducts surveys to evaluate needs of state employees (day care, flex schedules, benefits, etc.)
- ☆ Worked to establish a state-subsidized daycare

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